

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case <b>04-CA-244529</b>	Date Filed <b>7/08/19</b>

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer <b>United States Postal Service</b>	b. Tel. No.
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) <b>100 Main St TOWNSEND DE 19734</b>	e. Employer Representative <b>Postmaster Sharyn Faison</b>
	g. e-mail
	h. Number of workers employed <b>3</b>
i. Type of Establishment (factory, mine, wholesaler, etc.) <b>mail delivery</b>	j. Identify principal product or service <b>mail</b>
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) <b>SCM/CBA. (b) (6), (b) (7)(C) refuses to abide by the SCM/CBA, by refusing to schedule the (b) (6), (b) (7)(C) for all available hours up to 40 before scheduling an outside (b) (6), (b) (7)(C) to assist due to a shortage of the (b) (6), (b) (7)(C) that is assigned to this office. (b) (6), (b) (7)(C) should be paid for up to 8 hours a day/more than 40 hrs/week.</b>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>Delaware State (APWU) American Postal Workers Union</b>	
4a. Address (Street and number, city, state, and ZIP code) <b>(b) (6), (b) (7)(C)</b>	4b. Tel. No. <b>(b) (6), (b) (7)(C)</b>
	4c. Cell No.
	4d. Fax No.
	4e. e-mail <b>(b) (6), (b) (7)(C)</b>
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by labor organization) <b>American Postal Workers Union AFL-CIO</b>	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. <b>(b) (6), (b) (7)(C)</b> <b>(b) (6), (b) (7)(C)</b> _____ (person making charge)	
Address <b>(b) (6), (b) (7)(C)</b>	Date <b>6/25/19</b>
	<b>(b) (6), (b) (7)(C)</b>

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 4  
100 E Penn Square  
Suite 403  
Philadelphia, PA 19107

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (215)597-7601  
Fax: (215)597-7658

August 23, 2019

Roderick D. Eves, Deputy Managing Counsel  
United States Postal Service  
Law Department - NLRB Unit  
1720 Market St. Rm 2400  
Saint Louis, MO 63155-9948

Re: United States Postal Service  
Case 04-CA-244529

Dear Mr. Eves:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Dennis P. Walsh

DENNIS P. WALSH  
Regional Director

cc: Sharyn Faison, Postmaster  
United States Postal Service  
100 Main Street  
Townsend, DE 19734

(b) (6), (b) (7)(C)  
Delaware State (APWU) American Postal  
Workers Union

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	04-CA-244535
Date Filed	7/08/19

INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer <b>United States Postal Service</b>	b. Tel. No. <b>302 737-6550</b>
	c. Cell No.
	f. Fax No.
d. Address (Street, city, state, and ZIP code) <b>Oglethorpe Rd. Newark, DE 19711</b>	e. Employer Representative <b>Postmaster LaShawn Jones</b>
	g. e-mail
	h. Number of workers employed <b>125</b>
i. Type of Establishment (factory, mine, wholesaler, etc.) <b>MAIL PROCESSING Center</b>	j. Identify principal product or service <b>mail delivery</b>
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) <b>ART 37/CBA</b> <b>The Newark Post office has been operating with less than full staff in their Main and Annex offices. They have been stuffed with 19 of 22 job bid positions. The Union has been working with them and filing grievances to no avail. The Union became aware they were receiving a position, while working in OT, bringing in (b) (6), (b) (7)(C) etc. The Union wants mgmt to fill all positions ASAP.</b>	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) <b>DELAWARE STATE AMERICAN POSTAL WORKERS UNION</b>	
4a. Address (Street and number, city, state, and ZIP code) <b>(b) (6), (b) (7)(C)</b>	(b) (6), (b) (7)(C)
	4c. Cell No.
	4d. Fax No.
	4e. e-mail <b>(b) (6), (b) (7)(C)</b>
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) <b>American Postal Workers Union</b>	
6. DECLARATION I declare that I have read the above charge and that the statements of my knowledge are true. <b>(b) (6), (b) (7)(C)</b> <b>(b) (6), (b) (7)(C)</b>	
Office, if any, Cell No.	
Fax No.	
Address <b>(b) (6), (b) (7)(C)</b>	Date <b>6/24/19</b>
<b>(b) (6), (b) (7)(C)</b>	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 4  
100 E Penn Square  
Suite 403  
Philadelphia, PA 19107

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (215)597-7601  
Fax: (215)597-7658

September 19, 2019

Heather Taylor  
1720 Market St Rm 2400  
Saint Louis, MO 63155-9948

Re: United States Postal Service  
Case 04-CA-244535

Dear Ms. Taylor:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ Dennis P. Walsh

DENNIS P. WALSH  
Regional Director

cc: LaShawn Jones, Postmaster  
United States Postal Service  
401 Ogletown Road  
Newark, DE 19711

(b) (6), (b) (7)(C)

Delaware State APWU

(b) (6), (b) (7)(C)

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

Date Filed

04-CA-255264

1/28/20

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer UNITED STATES POSTAL SERVICE		b. Tel. No. (302) 453-8015
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 401 Ogletown Road DE Newark 19711-_____	e. Employer Representative Kenny Younker Supervisor Customer Service	g. e-Mail
		h. Number of workers employed 150
i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service Mail	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

Title:

**4a. Address (Street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.****4d. Fax No.****4e. e-Mail**

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

Title:

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

**Tel. No.**

(b) (6), (b) (7)(C)

**Office, if any, Cell No.****Fax No.****e-Mail**

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

01/28/2020 11:50:25

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

## Basis of the Charge

### 8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Removal	(b) (6), (b) (7)(C)/2020



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
REGION 4  
100 E Penn Square  
Suite 403  
Philadelphia, PA 19107

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (215)597-7601  
Fax: (215)597-7658

August 31, 2020

Roderick D. Eves, Deputy Managing Counsel  
Heather L. Taylor, NLRB Specialist  
United States Postal Service  
Law Department - NLRB Unit  
1720 Market Street, Room 2400  
St. Louis, MO 63155-9948

Re: United States Postal Service  
Case 04-CA-255264

Dear Mr. Eves and Ms. Taylor:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

HAROLD A. MAIER  
Acting Regional Director

cc: Kenny Younker, Supervisor Customer Service  
United States Postal Service  
401 Ogletown Road  
Newark, DE 19711

(b) (6), (b) (7)(C)



INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

04-CA-260297

Date Filed

5/13/20

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer United States Postal Service		b. Tel. No. (302) 323-3736
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 147 Quigley boulevard DE newcastle 19720-_____	e. Employer Representative Dennis Dernbach Maintenance Manager Operations	g. e-Mail dennis.s.dernbach@usps.gov
		h. Number of workers employed 500
i. Type of Establishment (factory, mine, wholesaler, etc.) Communications Services	j. Identify principal product or service Mail/Packages	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3, 5 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

Title:

**4a. Address (Street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.**

(b) (6), (b) (7)(C)

**4d. Fax No.****4e. e-Mail**

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)****6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

Title:

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

(Print/type name and title or office, if any)

**Tel. No.**

(b) (6), (b) (7)(C)

**Office, if any, Cell No.**

(b) (6), (b) (7)(C)

**Fax No.****e-Mail**

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

05/13/2020 00:49:21

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



## Basis of the Charge

### 8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	wages/Harrasment	5/12/2020
(b) (6), (b) (7)(C)	wages/harrasment	3/20/2020
(b) (6), (b) (7)(C)	union Busting	3/20/2020
(b) (6), (b) (7)(C)	Union busting	5/12/2020

### 8(a)(5)

Within the previous six months, the Employer failed and refused to bargain in good faith with the union as the collective bargaining representative of its employees.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 4  
100 E Penn Square  
Suite 403  
Philadelphia, PA 19107

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (215)597-7601  
Fax: (215)597-7658

September 21, 2020

Roderick D. Eves, Deputy Managing Counsel  
Heather L. Taylor, NLRB Specialist  
United States Postal Service  
Law Department - NLRB Unit  
1720 Market Street, Room 2400  
St. Louis, MO 63155-9948

Re: United States Postal Service  
Cases 04-CA-260297, 04-CA-261026,  
04-CA-261263, 04-CA-262570,  
04-CA-263029, 04-CA-263321 and  
04-CA-266053

Dear Mr. Eves and Ms. Taylor:

This is to advise you that I have approved the withdrawal of the charges in the above cases.

Very truly yours,

HAROLD A. MAIER  
Acting Regional Director

cc: Dennis Dernbach, Maintenance Manager  
Keeshe Harris, Tour 1 Supervisor Maintenance  
Branden Cotellesse, Maintenance Engineer Specialist  
United States Postal Service  
147 Quigley Boulevard  
New Castle, DE 19720

(b) (6), (b) (7)(C)



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 4  
100 E Penn Square  
Suite 403  
Philadelphia, PA 19107

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (215)597-7601  
Fax: (215)597-7658

September 21, 2020

Roderick D. Eves, Deputy Managing Counsel  
Heather L. Taylor, NLRB Specialist  
United States Postal Service  
Law Department - NLRB Unit  
1720 Market Street, Room 2400  
St. Louis, MO 63155-9948

Re: United States Postal Service  
Cases 04-CA-260297, 04-CA-261026,  
04-CA-261263, 04-CA-262570,  
04-CA-263029, 04-CA-263321 and  
04-CA-266053

Dear Mr. Eves and Ms. Taylor:

This is to advise you that I have approved the withdrawal of the charges in the above cases.

Very truly yours,

HAROLD A. MAIER  
Acting Regional Director

cc: Dennis Dernbach, Maintenance Manager  
Keeshe Harris, Tour 1 Supervisor Maintenance  
Branden Cotellese, Maintenance Engineer Specialist  
United States Postal Service  
147 Quigley Boulevard  
New Castle, DE 19720

(b) (6), (b) (7)(C)

INTERNET  
FORM NLRB-501  
(2-08)UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
**CHARGE AGAINST EMPLOYER****DO NOT WRITE IN THIS SPACE**

Case

04-CA-261104

Date Filed

6-02-20

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

**1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT**

a. Name of Employer United States Postal Service		b. Tel. No. (302) 328-6472
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 105 Johnson Way DE New Castle 19720-_____	e. Employer Representative Damaris Sandiford Supervisor	g. e-Mail
		h. Number of workers employed 75
i. Type of Establishment (factory, mine, wholesaler, etc.) Others	j. Identify principal product or service Mail Facility Post Office	
k. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 3 of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.		

**2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)**

--See additional page--

**3. Full name of party filing charge (if labor organization, give full name, including local name and number)**

(b) (6), (b) (7)(C)

Title: (b) (6), (b) (7)(C)

APWU(b) (6), (b) (7)(C) Local 152

**4a. Address (Street and number, city, state, and ZIP code)**

(b) (6), (b) (7)(C)

**4b. Tel. No.**

(b) (6), (b) (7)(C)

**4c. Cell No.**

(b) (6), (b) (7)(C)

**4d. Fax No.****4e. e-Mail**

(b) (6), (b) (7)(C)

**5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**

American Postal Workers Union AFL-CIO

**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(signature of representative or person making charge)

Title:

(b) (6), (b) (7)(C)

(Print/type name and title or office, if any)

**Tel. No.**

(b) (6), (b) (7)(C)

**Office, if any, Cell No.**

(b) (6), (b) (7)(C)

**Fax No.****e-Mail**

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

06/2/2020 09:36:40

(date)

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)****PRIVACY ACT STATEMENT**

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## Basis of the Charge

### 8(a)(3)

Within the previous six months, the Employer disciplined or retaliated against an employee(s) because the employee(s) joined or supported a labor organization and in order to discourage union activities and/or membership.

Name of employee disciplined/retaliated against	Type of discipline/retaliation	Approximate date of discipline/retaliation
(b) (6), (b) (7)(C)	Letter of Warnings	(b) (6), (b) (7)(C) 2020



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 4  
100 E Penn Square  
Suite 403  
Philadelphia, PA 19107

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (215)597-7601  
Fax: (215)597-7658

June 11, 2020

Roderick D. Eves, Deputy Managing Counsel  
Heather L. Taylor, NLRB Specialist  
United States Postal Service  
1720 Market Street, Room 2400  
Law Department - NLRB Unit  
Saint Louis, MO 63155-9948

Re: United States Postal Service  
Cases 04-CA-261097 and 04-CA-261104

Dear Mr. Eves and Ms. Taylor:

This is to advise you that I have approved the withdrawal of the charges in the above cases.

Very truly yours,

A handwritten signature in cursive script, reading "Richard P. Heller".

RICHARD P. HELLER  
Acting Regional Director

cc: Damaris Sandiford, Supervisor  
United States Postal Service  
105 Johnson Way  
New Castle, DE 19720

(b) (6), (b) (7)(C)

APWU Wilmington, Local 152

(b) (6), (b) (7)(C)